

CODE OF THE DEPARTMENT OF STATISTICS

Colorado State University

Approved by the Faculty of the Department of Statistics
Subject to University Approval

May 3, 2019

1. ADMINISTRATIVE OFFICER

The Department Chair shall be the administrative and academic officer of the Department. Procedures for appointment of the Department Chair, terms of office, and specific responsibilities shall be as specified by the *Academic Faculty and Administrative Professional Manual*.

2. FACULTY OF THE DEPARTMENT

In what follows, “faculty” means joint faculty, tenure-track faculty, and non-tenure-track faculty, where “joint faculty” comprises those faculty with a joint appointment in the Department and primary appointment outside of Statistics (see section 18); “tenure-track faculty” comprises those faculty holding tenured and tenure-track positions (on a full, transitional or fractional time basis, with home department in Statistics as defined by the *Academic Faculty and Administrative Professional Manual*); “non-tenure-track faculty” are other faculty with academic rank, excluding faculty affiliates, as defined by the *Academic Faculty and Administrative Professional Manual*; and “enfranchised non-tenure-track faculty” are those with multi-year contracts.

3. DEPARTMENTAL ADMINISTRATION

The Chair of the Department shall be advised by appointed ad-hoc Committees as from time to time seem appropriate. Departmental administration shall be conducted in accordance with current University Code as supplemented in detail by this Departmental Code. The Chair of the Department may appoint an Associate Chair to help with the administration of the Department, subject to annual approval of the Department. In the event that the Chair is absent from campus, the Associate Chair or another faculty member designated by the Chair will act as Chair.

4. DEPARTMENTAL MISSION

(a) The mission of the Department of Statistics is:

To devise, develop, and apply statistical and probabilistic theories and techniques, and to disseminate statistical knowledge through teaching, advising, and outreach programs, in order to serve the needs of the University, and local, state and national bodies in research, government, business, and industry.

(b) This mission statement will be implemented by:

- i. Providing an excellent teaching environment at all levels, including: widespread service courses where students across the University will learn the principles and practices of statistical methods at the undergraduate and graduate level; courses leading to undergraduate degrees, concentrations or minors in Statistics; courses and advising leading to Master's degrees in Statistics; and courses and research advising leading to a Ph.D. in Statistics;
- ii. Carrying out research in mathematical statistics, applied statistics, and probability which will be recognized at a national and international level as advancing the state of knowledge of the discipline;
- iii. Carrying out applied research based on interaction with other disciplines and workers both within and outside the University; providing statistical advice or consulting to the University community; and more broadly working on any problems where the specialist expertise of the Department is relevant, within the state, nationally, or internationally.

5. NEW OR VACATED POSITIONS

- (a) When a faculty vacancy occurs or a new faculty position is created with full-time appointment for at least one academic year, the Chair shall solicit advice from the faculty in a faculty meeting concerning the areas of expertise that should be required in a new faculty member.
- (b) Once a determination has been made of the areas of expertise to be required in the successful candidate for a tenure-track faculty position, the Chair shall appoint a Search Committee (i) to prepare a formal announcement for the position, (ii) to receive applications and to respond to inquiries, and (iii) to screen applications. The Committee shall have at least three members, including at least one member of the Promotion and Tenure Advisory Committee. The Search Committee shall report on its deliberations to a full open meeting of tenure-track faculty, and a list of finalists to be interviewed shall be determined by such a meeting.
- (c) After all finalists for a tenure-track faculty position have been interviewed, the Chair shall convene the tenure-track faculty to discuss the candidates and select the preferred candidate by secret ballot. The Chair of the Search Committee shall prepare a summary of the viewpoints expressed at the faculty meeting. The Chair shall provide to the Dean the Chair's recommendation, the outcome of the vote of the tenure-track faculty, and the report of the Chair of the Search Committee. The Chair shall be responsible for final negotiations with the candidate.
- (d) Once a determination has been made of the areas of expertise to be required in the successful candidate for a non-tenure-track faculty position, the Chair shall appoint a Search Committee (i) to prepare a formal announcement for the position, (ii) to receive applications and to respond to inquiries, and (iii) to determine an interview list. The Committee shall have at least three members, including at least one tenure-track and one enfranchised non-tenure-track member.
- (e) After all finalists for a non-tenure-track faculty position have been interviewed, the Chair shall convene the faculty to discuss the candidates and select the preferred candidate by secret ballot of tenure-track and enfranchised non-tenure-track faculty. The Chair of the Search Committee shall prepare a summary of the viewpoints expressed at the faculty meeting. The Chair shall provide to the Dean the Chair's recommendation, the outcome

of the vote of the faculty, and the report of the Chair of the Search Committee. The Chair shall be responsible for final negotiations with the candidate.

- (f) For a staff position, other non-faculty position, or position with appointment less than full time or less than one academic year, the Chair shall be responsible for selecting a candidate and offering the position. For joint faculty appointments, see section (18).

6. PROMOTION, TENURE, AND REAPPOINTMENT PROCEDURES FOR TENURE-TRACK FACULTY

- (a) Recommendations for promotion in rank, tenure, and reappointment of non-tenured faculty shall be initiated by the Chair of the Department in accordance with the *Academic Faculty and Administrative Professional Manual*.
- (b) All eligible faculty, as defined in E.10.5.1 of the *Academic Faculty and Administrative Professional Manual*, holding tenure-track appointments in Statistics, excluding the Department Chair, will serve as the Promotion and Tenure Committee for purposes of voting on recommendations for promotion in rank, tenure, and reappointment of non-tenured faculty.
- (c) There shall be a Promotion and Tenure Advisory Committee consisting of at least three members, elected for three year “rolling” terms with one elected annually from the tenured faculty of the Department.
- (d) The Chair of the Promotion and Tenure Advisory Committee shall be elected by and from among the members of this Committee. Any member of the Committee, who is either eligible for promotion or believes that a particular case may place the individual in conflict, shall be excused from serving in such cases.
- (e) The Chair of the Promotion and Tenure Advisory Committee shall serve as Chair of the Promotion and Tenure Committee.
- (f) The Chair of the Department shall consult with the Promotion and Tenure Advisory Committee in considering all faculty who are eligible for reappointment, promotion, and/or tenure in any year. The Promotion and Tenure Advisory Committee will advise the Promotion and Tenure Committee on recommendations for action based on the criteria in (7) below.
- (g) The Promotion and Tenure Advisory Committee, in the presence of the Chair of the Department, shall meet with each tenure-track faculty member individually in each year of the latter’s appointment, to discuss Departmental policy on mentoring, reappointment, promotion and/or tenure, and provide preliminary assessment of performance.
- (h) Reviews of progress toward promotion for an associate professor may be requested by the department chair or by the faculty member. Such reviews shall be conducted by the Promotion and Tenure Advisory Committee, in the presence of the Chair of the Department.

7. PRINCIPLES FOR TENURE AND PROMOTION OF TENURE-TRACK FACULTY

- (a) Based on the Departmental Mission in (4), the criteria for tenure and promotion require an assessment of performance in the three areas: teaching, research and service.
- (b) Aspects of Evaluation

- i. Teaching. Assessment of teaching includes (though is not limited to) evaluation of: classroom teaching at all levels of undergraduate, Masters and Ph.D. (including service courses taught outside the Departmental majors); development of innovative teaching methods and materials; development of teaching texts; advising on both M.S. and Ph.D. projects within the Department; and service on graduate student committees, both within and external to the Department.
- ii. Research. Assessment of research includes (though is not limited to) evaluation of: written scholarly work, such as monographs, papers and technical reports: publications describing research in mathematical statistics, applied statistics, or probability which will be recognized at a national and international level as advancing the state of knowledge of the discipline, and appearing typically, but not exclusively in peer-reviewed journals, publication of novel applications of statistics and probability, typically, but not exclusively in peer-reviewed journals of other disciplines; levels of citation of all such publications; peer-reviewed and other external grants; Ph.D. thesis advising; M.S. project and thesis advising; invitations to speak at professional conferences in the discipline and in other disciplines; award of prizes and other peer recognition; and publication of conference papers.
- iii. Service. Assessment of service to the discipline includes (though is not limited to) evaluation of: outreach activities including consulting through the Statistical Laboratory; authorship or acknowledgment of statistical or probabilistic data analyses, typically in journals of other disciplines; service on international or national (e.g. Government agency) panels, industry bodies and the like; service within professional societies, and election to non-open Fellowships and Memberships of such societies; refereeing and editorial work; conference organization; and other provision of professional skills outside the Department, including consulting or contract research. Assessment of service to the Department, the University and the wider community includes (though is not limited to) evaluation of: advising of students about the discipline; activity on Departmental committees; activity on University committees; Departmental and other University administrative activity; and advising of undergraduate and unassigned graduate students.

(c) Criteria for Promotion and Tenure

i. Promotion to Associate Professor and Tenure

The criteria for promotion to Associate Professor and for tenure are: demonstrated effectiveness and competence in all three of the areas of research, teaching, and service, with excellence in at least one. Even where substantial other applied research and collaboration is also demonstrated, the Department specifically requires evidence of research in mathematical statistics, applied statistics, or probability which is recognized at a national and international level as advancing the state of knowledge of the discipline, and this can normally although not exclusively be demonstrated by publication in peer-reviewed journals; competence to teach at all levels, or if competence at some one level is deficient, some extra demonstrated excellence elsewhere in compensation; and a significant contribution in service, at least to the discipline and to the Department if not to the wider University community.

ii. Promotion to Full Professor

The criteria for promotion to Full Professor are stronger, and require not only demonstrated effectiveness and competence in all three of the areas of teaching, research and service, but scholarly excellence at a level that is recognized within the

University and throughout the wider Statistical community.

The Department specifically requires evidence of research in mathematical statistics, applied statistics, or probability, recognized at a national and international level as advancing the state of knowledge of the discipline, and of a quantity beyond that used for previous promotion or appointment to Associate Professor, and a caliber beyond the minimum used for promotion to Associate Professor; where substantial applied research and collaboration is also demonstrated, this also needs to be at a higher quantity or caliber than needed to be demonstrated for a previous promotion. Demonstrated competence to teach at all levels, and demonstrated ability to advise at the Ph.D. level, are required; and an ongoing significant contribution in service is expected, at least to the discipline and to the Department, and usually to the wider University community

8. PROMOTION AND REAPPOINTMENT PROCEDURES FOR NON-TENURE-TRACK FACULTY

- (a) Recommendations for promotion in rank and reappointment of non-tenure-track faculty shall be initiated by the Chair of the Department.
- (b) All eligible faculty holding tenure-track or non-tenure-track appointments in Statistics, excluding the Department Chair, will serve as the NTTF (Non-Tenure-Track Faculty) Promotion Committee for purposes of voting on recommendations for promotion in rank of non-tenure-track faculty. Eligible faculty for promotion of Instructors or Assistant Professors are Senior Instructors, Master Instructors, Associate Professors and Professors. Eligible faculty for promotion of Senior Instructors or Associate Professors are Master Instructors and Professors.
- (c) If there are no eligible non-tenure-track faculty within the department, then a non-tenure-track faculty member from outside the department must be selected to be part of the NTTF Promotion Committee. The member from outside the department is to be chosen by the Chair from a list of eligible candidates nominated by enfranchised non-tenure-track faculty.
- (d) For consideration of reappointment and promotion, there shall be a NTTF Promotion Advisory Committee consisting of the Promotion and Tenure Advisory Committee plus one eligible non-tenure-track faculty member elected by vote of the enfranchised non-tenure-track faculty.
- (e) The Chair of the Promotion and Tenure Advisory Committee shall serve as Chair of the NTTF Promotion Advisory Committee and of the NTTF Promotion Committee.
- (f) The Chair of the Department shall consult with the NTTF Promotion Advisory Committee in considering all non-tenure-track faculty who are eligible for reappointment in any year. The NTTF Promotion Advisory Committee will advise the Chair of the Department on recommendations for action based on the criteria in (9) below.
- (g) The Chair of the Department shall consult with the NTTF Promotion Advisory Committee in considering all non-tenure-track faculty who are eligible for promotion in any year. The NTTF Promotion Advisory Committee will advise the NTTF Promotion Committee on recommendations for action based on the criteria in (9) below.
- (h) The NTTF Promotion Advisory Committee, in the presence of the Chair of the Department, shall meet with each entry-rank non-tenure-track faculty member individually in

each year of the latter's appointment, to discuss Departmental policy on mentoring, reappointment, and promotion, and provide preliminary assessment of performance.

- (i) Reviews of progress toward promotion for a non-tenure-track faculty member after first promotion may be requested by the department chair or by the faculty member. Such reviews shall be conducted by the NTTF Promotion Advisory Committee, in the presence of the Chair of the Department.

9. PRINCIPLES FOR PROMOTION OF NON-TENURE-TRACK FACULTY

- (a) Promotion in rank is based on merit. Each promotion case is evaluated on its own merits, taking into account the specific nature of the candidate's appointment, and assessing the candidate's performance and impact with respect to the Departmental Mission in (4).

- (b) Criteria for Promotion in the Instructor Track

- i. Promotion to Senior Instructor

- The criteria for promotion to Senior Instructor are: at least five years of experience as Instructor (or equivalent); a consistent record of excellence in teaching; a record of positive contributions to the departmental instructional program; evidence of professional development; and service, outreach, or engagement to communities and partners beyond the department that draws upon the individual's expertise.

- ii. Promotion to Master Instructor

- The criteria for promotion to Master Instructor are: at least five years of experience as Senior Instructor (or equivalent); demonstration of sustained excellence in teaching and teaching innovation, and comprehensive evaluation of these innovations; an increased record of professional development, beyond that used for first promotion; demonstrated leadership in teaching; and service, outreach, or engagement to communities and partners beyond the department that draws upon the individual's expertise.

- (c) Criteria for Promotion in the Professor Track

- i. Promotion to Associate Professor

- The criteria for promotion to Associate Professor are: at least five years of experience as Assistant Professor (or equivalent); a consistent record of excellence in the individual's area of appointment; a record of positive contributions to the departmental mission; evidence of professional development; service, outreach, or engagement to communities and partners beyond the department that draws upon the individual's expertise; and a demonstrated commitment to aspects of the departmental mission outside of the individual's main area of appointment.

- ii. Promotion to Full Professor

- The criteria for promotion to Full Professor are: at least five years of experience as Associate Professor (or equivalent); demonstration of sustained excellence in the individual's area of appointment, innovations in that area, and comprehensive evaluation of these innovations; an increased record of professional development, beyond that used for first promotion; demonstrated leadership in the individual's area of appointment; service, outreach, or engagement to communities and partners beyond the department that draws upon the individual's expertise; and demonstrated leadership in aspects of the departmental mission outside of the individual's main area of appointment.

10. APPOINTMENT OF FACULTY TO GRADUATE STUDENT ADVISORY COMMITTEES

Membership of the advisory committee for each graduate student in the Department of Statistics should be determined by discussion and mutual agreement between the student, the major professor, and the proposed committee, and confirmed by approval of the Chair; but is subject also to regulation by recommendations from the Faculty Council to the Graduate School.

11. EVALUATION OF PERFORMANCE BY FACULTY

(a) *Annual Review Procedure*

The performance of each tenure-track and non-tenure-track faculty member in the Department of Statistics shall be evaluated annually using criteria outlined in the *Academic Faculty and Administrative Professional Manual*, and the goals of the Department in Section (4) above. In advance of this evaluation, each faculty member shall submit a written report in the form required by the Chair at that time. This report shall describe activities in (i) teaching (including advising), (ii) research and other creative activities, and (iii) service to the University, the public, and the discipline of statistics as relevant to the effort distribution of the individual being evaluated. The Chair shall meet with each faculty member to discuss their activities, and to identify goals and objectives for the future. The Chair shall advise each member of the faculty in writing of the evaluation conclusions and decisions. Additional procedures related to evaluation of faculty shall follow the guidelines established in Sections C.2.5 and E.14 of the *Academic Faculty and Administrative Professional Manual*.

(b) *Comprehensive Reviews of Tenure-Track Faculty*

A comprehensive performance review of tenure-track faculty shall be conducted at the midpoint of the probationary period at Colorado State University. This comprehensive review will be conducted by the Promotion and Tenure Advisory Committee of the Statistics Department, in accordance with the guidelines set forth in Section E.14 of the *Academic Faculty and Administrative Professional Manual*.

(c) *Periodic Comprehensive Reviews of Tenured Faculty*

Periodic comprehensive performance reviews of all tenured faculty of Statistics shall be conducted by the department chair, in accordance with the guidelines contained in Section E.14 of the *Academic Faculty and Administrative Professional Manual*. In the event a Phase II review becomes necessary, such review will be conducted by a committee consisting of the Promotion and Tenure Advisory Committee of the department and an outside tenured faculty member appointed by the Dean of the College. The outside faculty member shall act as chair of the Phase II review committee. The formation of the committee from an existing, elected committee and an appointed outside member is intended to ensure fairness to the faculty member under review. Phase II reviews will follow the guidelines as set forth in Section E.14 of the *Academic Faculty and Administrative Professional Manual*. The Phase II review committee shall use the standards of evaluation described in Section (7) of this Code, and the faculty member shall submit materials relevant for this evaluation, including but not limited to a current cv.

12. SELF-EVALUATION OF THE DEPARTMENT OF STATISTICS

(a)

Every seventh year (or at other times as required by University policy), the Department shall initiate a self-evaluation of its operations. The Dean of the College shall appoint a Review Committee, including the Chair of the Department, to carry out this evaluation.

The Chair shall provide relevant faculty (as defined in the University Code) with written notice to provide the Review Committee with information and direction concerning the conduct of the self-evaluation.

- (b) The Review Committee shall then assume responsibility for organizing, conducting, and assessing a review of Departmental operations. The self-evaluation shall consider: (i) effectiveness of teaching and advising at both undergraduate and graduate levels, (ii) importance and impact of research conducted by faculty and students, and (iii) any other activities affecting the attainment of Departmental goals and objectives. The Review Committee shall present its report at a meeting open to all of the faculty of the Department. Acceptance of the report shall require an affirmative vote from two-thirds of the faculty in attendance. A copy of the approved report shall be submitted by the Review Committee to the Dean of the College, and to the Provost/Academic Vice President.

13. STUDENT APPEALS PROCEDURES

The appeals procedure for grading decisions follows Section I.7 of the *Academic Faculty and Administrative Professional Manual*. Should an appeal committee be required, the appeal committee shall be appointed by the Chair. The committee shall be composed of two faculty members from the Department of Statistics, two students from within the department (graduate students pursuing a masters or PhD in Statistics and/or undergraduates with a concentration in Statistics), and one faculty member from outside the department who shall serve as chair. All five members of the appeal committee shall be voting members.

14. DEPARTMENTAL MEETINGS AND VOTING RIGHTS

- (a) A full open Departmental faculty meeting will be scheduled no later than the fourth week of each semester of the academic year, at a time and place to be determined by the Department Chair, with the Department faculty to be notified by memorandum. Other meetings may be called upon notice from the Department Chair, or at the written request of five or more tenure-track faculty members. Voting at all such meetings will be recorded and decisions will become recommendations to the Chair, except as specified elsewhere in this Code. Voting members comprise all tenure-track faculty of the Department, except as specified elsewhere in this Code.
- (b) A quorum for any meeting is met if more than 50% of eligible participants are present, unless otherwise specified in the *Academic Faculty and Administrative Professional Manual*. Voting is by person or by proxy, and a proxy is considered to be present at the meeting. A faculty member wishing to vote by proxy must, in writing (email is acceptable) or by telephone, designate to the Chair of the Department or the chair of the meeting the faculty member holding the individual's proxy, and must specify the reason for the absence from the meeting.
- (c) Voting at any meeting may be restricted as in this code. Unless otherwise specified in this Code, votes are resolved by a majority of votes cast (excluding abstentions), provided that the number of votes cast constitutes a quorum.

15. PROCEDURES RELATING TO THE REVIEW OF THE DEPARTMENTAL CODE

- (a) *Interim Revision of the Code*
Any tenure-track member of the faculty may offer an amendment to the Code of the

Department of Statistics by giving written notice to the faculty of the proposed amendment. A proposed amendment shall be included on the agenda for the next meeting of the faculty in the Department, and shall require approval by two-thirds of the tenure-track faculty present, voting by secret ballot, to receive preliminary acceptance. The amendment shall be considered again at the next meeting of the faculty. If two-thirds of the total tenure-track faculty then cast votes of approval, either in person or by proxy, the amendment shall be forwarded to the Dean of the College and the Provost. With the concurrence of the Provost, the amendment shall become part of the Code of the Department.

(b) *Periodic Review of the Code*

In accordance with Section C.2.4.2 of the *Academic Faculty and Administrative Professional Manual*, evaluations of departmental academic programs and operations shall be conducted periodically according to a schedule established by the Provost in consultation with the department. During the year of the evaluations, the Department shall initiate a review of the Code. The Chair shall appoint a subcommittee of the eligible faculty to review the Code and suggest revisions. Upon receipt of the suggested revisions, the Chair will provide the faculty with written notice of a meeting to be held one week hence to review the Code and to consider the suggested changes. Amendments proposed at this meeting shall require approval by two-thirds of the tenure-track faculty present, voting by secret ballot, to gain preliminary acceptance. These amendments shall be considered again at the next meeting of the faculty, and require affirmation from two-thirds of the tenure-track faculty, voting by secret ballot, to gain approval. Proposed changes in the Code then shall be forwarded to the Dean of the College and the Provost. With the concurrence of the Provost, the changes shall become part of the Code.

16. RECALL

A meeting of tenure-track faculty to recall the Associate Chair or the Chair, may be called, in writing, by any five members of the tenure-track faculty in the Department. If a motion to recall the Associate Chair is passed by two-thirds of the tenure-track faculty members, the Associate Chair shall immediately resign from the chair and a successor shall be appointed by the Department Chair. If a motion to recall the Chair is passed by two-thirds of the tenure-track faculty members, the Department shall officially request the Dean of the College to consider replacement of the Department Chair in accordance with the University Code. In the event of dissatisfaction with any decision of the Department Chair, the faculty may petition for an ad hoc meeting of tenure-track faculty to discuss the issue. Such a meeting shall be called by the Chair within one week of receiving a petition signed by a majority of the tenure-track faculty members.

17. ENTITIES ORGANIZED IN THE DEPARTMENT OF STATISTICS

- a. The Department Chair shall be responsible for the establishment of the overall budget for any entity organized inside the department. Within the constraints of the budget, oversight of the day-to-day expenditures of any entity may be delegated to be the responsibility of faculty and staff as designated by the Department Chair.
- b. The Department Chair shall be responsible for the appointment of department staff, students and faculty to any entity organized inside the Department, subject to constraints of University and Department codes and procedures. Administration and organization of day-to-day activities may be delegated to be the responsibility of faculty and staff as

designated by the Department Chair. As part of an annual review, the Department Chair will solicit feedback regarding of the activities and performance of personnel appointed to an entity organized in the Department from faculty and staff assigned managerial duties with the entity.

- c. The Department shall maintain the Franklin A. Graybill Statistical Laboratory for the purpose of providing statistical expertise for the benefit of advancing the quality of scientific research and education at Colorado State University and beyond, while educating the next generation of applied statisticians.

18. JOINT FACULTY APPOINTMENTS

- (a) The Department of Statistics will consider requests for joint appointments, as specified in Section E.2.2 of the *Academic Faculty and Administrative Professional Manual*, from interested and qualified candidates,. Applicants for a joint appointment must have the same qualifications as tenure-track faculty of equivalent rank including a tenure track appointment in their primary department. The enactment of such appointments should increase the ability of the department to provide a broad base of research expertise and instruction. In return, individuals holding such appointments will be accorded the following privileges and responsibilities.
- (b) Privileges.
 - i. The opportunity to direct the thesis research of an interested student within the Statistics Graduate Program.
 - ii. Participation without voting privileges at all departmental faculty meetings.
 - iii. Opportunity to participate in the teaching program of the Statistics Department. Assignments are to be determined by mutual agreement with the Chair of Statistics and the Chair of the primary department.
- (c) Responsibilities.
 - i. Maintain a productive research program that is conducive to the training of graduate students.
 - ii. Sustain an active participation in departmental activities including attendance at seminars and faculty meetings and willingness to accept committee assignments.
- (d) All joint appointments must be discussed at tenure-track faculty meetings and be approved by a 2/3 vote of the tenure-track faculty. All joint appointments extended to tenured faculty will be made for a period of 5 years. Joint faculty who are untenured in their primary department will be appointed for 3 years. Renewal of appointments will be based on a review of the appointee's contribution to the research and educational programs of the department, followed by discussion and approval by 2/3 of the tenure-track faculty.

19. FACULTY AFFILIATE APPOINTMENTS

- (a) The Department of Statistics will consider requests for faculty affiliate appointments, as specified in Section E.2.2 of the *Academic Faculty and Administrative Professional Manual*, from interested and qualified candidates who are not employed by the University. Applicants for a faculty affiliate appointment must have comparable qualifications to tenure-track faculty and should maintain a productive research program that is conducive to the training of graduate students. The enactment of such appointments should

increase the ability of the department to provide a broad base of research expertise and instruction. In return, individuals holding such appointments will be accorded the privileges of co-advising the research of an interested student within the Statistics Graduate Program, and of serving as a member of a graduate committee within the Department (not as an outside committee member).

- (b) All faculty affiliate appointments must be discussed at a faculty meeting and be approved by a $2/3$ vote of the tenure-track faculty. All faculty affiliate appointments will be made for a period of 3 years. Renewal of appointments will be based on a review of the appointee's contribution to the research and educational programs of the department, followed by discussion and approval by $2/3$ of the tenure-track faculty.